# Developing a Diversity, Equity and Inclusion Plan for Morgan Hill



#### RECOMMENDATION



In early 2021, City Council added "Enhancing Equity, Diversity, and Inclusiveness" to the City Council ongoing priorities.

The Council also asked staff to bring back a conversation around Diversity, Equity, and Inclusion.

Recommendation: Receive report and provide direction on framework for Diversity, Equity, and Inclusion (DEI) work program.



# **DEI Principles**



- 1. Collaborate
- 2. Understand
- 3. Learn
- 4. Reflect
- 5. Reach Out
- 6. Communicate
- 7. Empower
- 8. Include
- 9. Respect
- 10. Amplify



#### **WHY DEI**

National reawakening to racial injustice & inequity.

Morgan Hill has also experienced some hate crimes.

Morgan Hill has expressed a commitment to be a welcoming, inclusive and safe community for all.

Opportunity to advance racial equity and improve diversity and inclusion...AND improve policies programs and practices that better the organization and lifts the community.



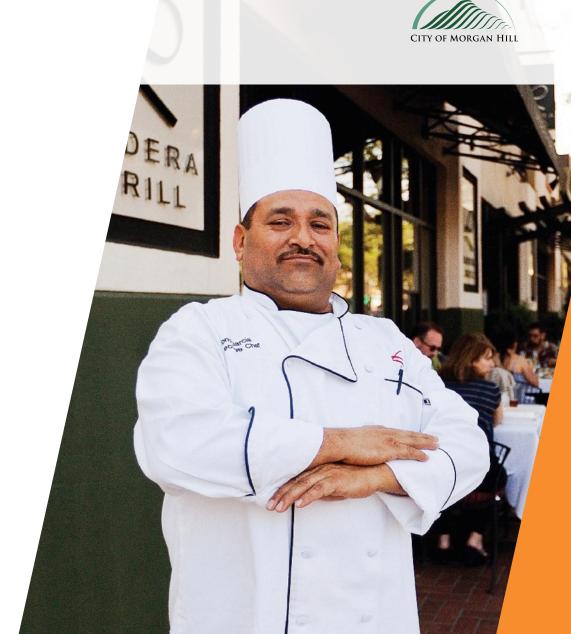
# DEVELOPING THE FRAMEWORK

- What are we solving for?
   Goal?
- 2. City-focused effort or community wide?
- 3. Engagement—what does it look like? How formal?
- 4. Expectations—time, resources, outcomes



# **Steps**

- 1. Begin conversation
- Begin data gathering (audit)
- 3. Create group to support effort
- Begin conversation transparency and inclusivity is key
- 5. Create Framework
- Develop City-focused Plan







## **Audit**

Workforce
Leadership
Reputation
Commissions
Documents
Services
Training

# City DEI



#### **Possible Outcomes:**

Proclamation
Plan (Objectives)
HR DEI Policies

- -EEO Policies
- -Non-Discrimination Policies
- -No Harassment Policies
- -Sexual Harassment & Other Policies

Internal/External Working Groups
Training

Data/Surveys, Diversity Dashboard Communications

Assessment of Services and Funds Awareness of Health, Wellness, etc.



#### **COMMUNITY**



Identify organizations that serve community

Understand challenges facing populations

#### Survey:

- 1. Do you experience a sense of belonging?
- 2. In what areas do you see improvement for DEI?
- 3. What barriers or roadblocks does your community face?
- 4. What are the obstacles in the workplace?
- 5. Do people feel safe?
- 6. Do people feel knowledgeable of systems and process?
- 7. What public services are lacking?



### **Meyer Spectrum Tool**



- DEI Vision
- Commitment
- Leadership
- Policies
- Infrastructure
- Training

- Diversity
- Data
- Community
- Decisions
- Accountability
- Inclusion

Not Started



Launched



**Underway** 

#### POTENTIAL FRAMEWORK



#### **Internal Process**

- Perform Audit of resources and practices
- Begin conversation around DEI vision and values
- Conduct a Racial Equity Assessment

#### Public Engagement

- Invite community partners to engage in DEI conversation
- Conduct listening sessions
- Reconcile inconsistencies between vision and community reality

#### **Implementation**

- Develop DEI Strategic Plan
- Integrate racial equity into City's strategic plans or policies
- Implement a Racial Equity Tool in routine decision making

